Agreement for the Merger of the Massachusetts Federation of Labor and the Mass. State Industrial Union Council

December 6, 1958
Boston, Mass.

Agreement for the Merger of the Massachusetts Federation of Labor and the Massachusetts State Industrial Union Council

I. AGREEMENT TO MERGE

Pursuant to the merger of the American Federation of Labor and the Congress of Industrial Organizations, the Massachusetts Federation of Labor and the Massachusetts State Industrial Union Council agree to merge to create a single State Labor organization which shall be known as the Massachusetts State Labor Council, AFL-CIO. To accomplish this end, the following principles and procedures are declared:

II. PRINCIPLES OF MERGER

(a) This merged organization shall be affiliated with and subordinate to the American Federation of Labor and Congress of Industrial Organizations and subject to the Constitution and Rules of the National AFL-CIO.

(b) All organizations affiliated with either the Massachusetts Federation of Labor or the Massachusetts State Industrial Union Council at the time of the consummation of this merger shall automatically be affiliated with the merged organization and shall be privileged to remain affiliated in accordance with the Constitution of the merged organization and of the AFL-CIO.

(c) All of the terms, conditions and principles of the basic documents by which the AFL and CIO achieved the merger of those organizations into the AFL-CIO shall govern the merger of the Massachusetts Federation of Labor and the Massachusetts State Industrial Union Council to the extent applicable.

(d) Pursuant to the National AFL-CIO Constitution, the merged organization shall be based upon a constitutional recognition that both craft and industrial unions are appropriate, equal and necessary as methods of trade union organization, and we recognize the rights of each respective craft, trade and industrial unions.

III. GOVERNMENT AND STRUCTURE OF THE MERGED ORGANIZATION

(a) It is agreed that the government and structure of the merged organization shall be as set forth in the proposed

constitution when ratified and adopted by conventions of each party to this agreement.

(b) The officers of the merged organization shall consist of a President, two Executive Vice-Presidents and a Secretary-Treasurer who shall be the executive officers, and thirty-one (31) Vice-Presidents who together shall constitute the Executive Council. The initial term of office for the officers and Executive Council members shall be until the next regular convention. Thereafter they shall be elected and serve as provided for in the Constitution. Initially, one Executive Vice-President, the Secretary-Treasurer and seventeen (17) Vice-Presidents shall be elected from unions now affiliated with the Massachusetts Federation of Labor; the President, one Executive Vice-President and fourteen (14) Vice-Presidents shall be elected from unions now affiliated with the Massachusetts State Industrial Union Council.

(c) Each of the separate organizations shall elect its allotted executive officers and Vice-Presidents at its separate pre-merger convention pursuant to its previous methods. When so elected, they shall be certified to the joint merger convention and installed as officers of the Massachusetts State Labor Council, AFL-CIO, until the next regular convention.

(d) It is agreed that at the next convention following the merger convention of the Massachusetts State Labor Council, AFL-CIO, there shall be submitted to the convention a plan outlined by the merged Executive Council for the method of electing Vice-Presidents for the future.

(e) It is agreed that the Massachusetts State Labor Council, AFL-CIO, shall have the following Departments:

COMMITTEE ON POLITICAL EDUCATION
EDUCATION AND RESEARCH
LEGISLATIVE
PUBLICATIONS AND PUBLIC RELATIONS

Initially, the Director of the COPE Department shall be selected by the Massachusetts State Industrial Union Council; the Director of the Education and Research Department shall be selected by the Massachusetts Federation of Labor; the Director of the Legislative Department shall be selected by the Massachusetts Federation of Labor; and the Director of the Publcations and Public Relations Department shall be selected by the Massachusetts State Industrial Union Council.

(f) Initially, all full-time personnel of the Massachusetts Federation of Labor and the Massachusetts State Industrial

Union Council shall be retained at no reduction in salary in the merged organization.

(g) The convention of the merged organization shall be its supreme governing body.

IV. FINANCES

(a) The merged organization shall succeed to all the assets, including unpaid dues of affiliated organizations, and assume all of the liabilities of each of the contracting parties. The merged organization shall honor all existing agreements of either party excepting such agreements which may violate this merger contract or the Constitution of the merged organization. Each organization further agrees to an exchange of audits of the respective organization's finances covering a twelve-month period ending November 30, 1958.

(b) Each affiliated union shall pay into the treasury of the merged organization a per capita tax of five (5) cents per month for each member in good standing. Local unions with sixty (60) or less members and local central bodies shall pay a minimum of three (3) dollars monthly.

V. METHOD OF MERGER

It is agreed that the merger shall be effected by the following procedure:

(a) This merger agreement shall be submitted for approval to the convention of the Massachusetts Federation of Labor and the convention of the Massachusetts State Industrial Union Council.

(b) The proposed Constitution of the merged organization shall be submitted for approval to the convention of the Massachusetts Federation of Labor and the convention of the Massachusetts State Industrial Union Council.

(c) Upon approval by the separate conventions of the merger agreement, the proposed Constitution of the merged organization, and such other agreements as are necessary to accomplish the merger, a joint convention shall be held.

(d) The joint convention shall be held in the city of Boston, on the 6th day of December, 1958, subject to the consummation of the merger by the separate conventions.

For the Massachusetts Federation of Labor	For the Massachusetts State Industrial Union Council

Dated this_____day of December, 1958.

AGREEMENT FOR THE MERGER OF THE

MASSACHUSETTS FEDERATION OF LABOR
and the
MASSACHUSETTS STATE INDUSTRIAL UNION COUNCIL

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(c) Each of the separate organizations shall elect its alloted executive officers and Vice-Presidents at its separate pre-merger convention pursuant to its previous methods. When so elected, they shall be certified to the joint merger convention and installed as officers of the Massachusetts State Labor Council, AFL-CIO, ~~for the initial one year term.~~ UNTIL THE NEXT REGULAR CONVENTIO

(d) It is agreed that at the next convention following the merger convention of the Massachusetts State Labor Council, AFL-CIO, there shall be submitted to the convention a plan outlined by the merged Executive Council for the method of electing Vice-Presidents for the future.

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(b) Each affiliated union shall pay into the treasury of the merged organization a per capita tax of five (5) cents per month for each member in good standing. Local unions with members of sixty (60) or less and local central bodies shall pay a minimum of three (3) dollars monthly.

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For The
MASSACHUSETTS FEDERATION
OF LABOR

For The
MASSACHUSETTS STATE INDUSTRIAL
UNION COUNCIL

Dated this_____day of_____, 1958.

PROGRAM OF A COMMITTEE ON POLITICAL EDUCATION

1. To establish in every local union a COPE in accordance with the directive of the AFL-CIO Executive Council. To assist them in building grass-roots political activity. This includes cooperation with city central bodies and other interested community groups and to help local unions search out and support good candidates for public office at all levels...municipal, county and state.

2. In accordance with the directives of the AFL-CIO Executive Council to see that every local union sets up a permanent registration committee. The State Director stimulates the formation and following through of these committees in each local. The job of a registration committee is to break down the lists of their members to see if they are registered to vote and to bring about the registration of those not on the voting list.

3. In accordance with the policies of the respective International Unions, the Director is responsible for a drive for COPE Dollars within the state every year.

4. The Department is responsible for coordinating action between local unions and city central bodies and the state organization on the one hand and between the state organization and National COPE on the other hand.

5. The Department shall see that the locals join together to set up city or town or congressional district COPE's so that a coordinated program of activity can be carried out, such as...assembling a duplicate copy of registered members lists of all locals and breaking them down into wards and precincts, so that all members in a particular area could work together on house to house canvassing, get-out-the vote, poll workers, etc.

6. To set up a COPE in every local central body.

7. Is responsible for the coordination of an overall state program.

8. Is responsible for the writing and printing of literature on political education.

9. Is responsible for the effective distribution in the state of all materials available from the state and national headquarters.

10. Is responsible for the education of the members, families and friends on the political issues of the day and encourage study and discussion of such issues and related candidates. This can be done through political education institutes which should be held in every area of the state.

11. To see that the necessary machinery is in action to get out the vote on election day.

12. To work with the endorsed candidates for a coordinated program of activity for the election of said candidates.

13. Is responsible for the setting up of a Women's Activity Division. This division would encourage the participation of the female members and the female relatives of all members in COPE. This means the setting up of a Women's Activities Division in every local and local central body in the state. The Director must direct and coordinate the activities of this group.

Attached is a copy of the resolution the AFL-CIO Executive Council passed on registration committees, in addition there is a copy of By-Laws for all structures of COPE on a State and local level.

In the operation of the COPE Department, it is necessary for the Director to work actively in the field. If we are to do the job that is so necessary, now more than at anytime in recent years, COPE must be made a year-round operation. The work of all unions in politics must be accelerated and must be coordinated, so that the politicans cannot play one union against another.

PROGRAM OF AN EDUCATIONAL DEPARTMENT

The following is what a Department of Education should and must do to carry out a program of service that the local unions and area central bodies need:

1. To set up in every local union a committee on education. This local union committee would run programs for the members on Steward Training, Officer Training, Parliamentary Procedure, show films at local union meetings, bring in speakers to local union meetings, run classes for new members, labor history, distribution of pertinent information through pamphlets to the members.

2. To set up an education committee in every local central body, whose job it would be to provide three-day weekend programs for the locals in their respective area at least once or twice a year. The purpose of these institutes is to give the locals an opportunity to discuss the programs they have held during the interim period and benefit from each others experiences. It would also give an opportunity to help train new members of local committees and give further experience in other fields to members of the committees and increase generally the interest in education.

3. To run a weeklong resident school at least once a year on a state-wide basis for education people. To inform them on policy and/or policy changes of the national organization, to inform them of new techniques used in workers' education.

4. To develop a program of education for full-time staff people. This program, which has been used by International Unions and other state bodies is a very important one. The training of staff makes available this additional resource for many purposes. They will be able to help their local unions to set up the type of program they feel the local needs. They can teach classes in addition to the State Educational Director in their locals. They can be used outside of their locals, when we are working with community groups to put across labor programs.

5. To arrange liason between universities and colleges for the purpose of helping set up training programs for locals and staff where this is advisable. To arrange for speakers and discussion leaders for programs on labor that the college or university might have as part of its curriculum.

6. To work with public libraries and other adult education groups to see that they have materials and tools to work with not only for a local education committee, but for the purpose of educating the general public on labor. To arrange for places on the executive boards and committees of these organizations.

7. To run a scholarship program in the schools of the state.

8. To set up and direct a Community Services program in all parts of the state. To push for full time labor representatives on the staff of the local funds and representatives on the different boards of agencies of the fund as well as the top executive board of the fund.

9. To establish a film library in the state organization.

10. To write and print pamphlets on education and to distribute these as well as pamphlets from the National AFL-CIO and other organizations that might be of help. To see that the literature that is distributed gets into the hands of the members.

In the case of the local union program, it might be necessary to run classes at different times and repeat them because of a work shift problem.

In all of the points made here, it is understood that the Director of the Department must of necessity work actively in the field to see that this program is carried out. While he cannot force, or will not take away the autonomy of the local group, it remains his job to see that the program is achieved. It is obvious that this kind of program might very well mean working night and day, but if we are to do the job we are constituted to do then this must be done. The director will not only have to appear at Executive Board or local union meetings to sell this program, he will have to help set up programs and also do the job of teaching, but as the staff education progresses this burden of teaching and planning at a local level will be lessened to some degree.

There are many areas of education in the way of subjects that have not been mentioned here, but I think it goes without saying that they would be included as the programs progress, I refer to:

Automation, grievance procedure, collective bargaining, international affairs, use of audio-visual equipment, preparing literature, Civil Liberties and Civil Rights.

I could have added in the non-union areas such activity as: -- public education, vocational education, apprentice training with the liason jobs these imply.

This is a brief outline of some of the program a state organization should do. If you feel this is not comprehensive enough, I could add many other duties of a director.

LABOR UNIONS-U.S. STRUCTURE

TO THE OFFICERS AND DLEGATES OF THE 72ND ANNUAL CONVENTION OF THE MASSACHUSETTS FEDERATION OF LABOR, SOMERSET HOTEL, BOSTON, DECEMBER 3-4-5, 1958

GREETINGS

Whereas:
The trade autonomy of the Building and Construction industry, is peculiar to the affiliated members of the respective trades, and

Whereas:
It is a matter of grave concern to each tradesman to have their work autonomy properly protected thru the media of their parent organizations, with their traditional understanding of practice and procedure within the ranks of the building trades groups, and

Whereas:
The fact of merger with the CIO indicate a lack of this mutual understanding of long existing techniques of craft work, be it therefor

Resolved:
That a condition of merger by the AFL and the CIO shall be a guarantee, thru a signed agreement, that the work autonomy of all AFL construction crafts be honored within the provisions of any merger contract in Massachusetts -by being in strict conformity with current regulations within the Building and Construction Trades Department, and as currently specified in the "Green Book" for the adjustment of jurisdictional disputes.

Respectfully submitted,

Delegate-- Peter A. Reilly

Approved by L. U. 40

And concurred in by: Ira W. Martin
A. V. King
John A. Reddy
Daniel H. Kearney
Kenneth W. Strong
Robert C. Howe
Michael D. Harrington
Joseph Hudson
Sydney Smith
William D. Butts

ISSUES IN DISPUTE REGARDING MERGER

I. OFFICERS

Agreement was reached on the amount of officers, but we are bogged down on the allocation. The CIO requests that the President be allocated to the CIO (non-paying job) and the Secretary-Treasurer be allocated to the AFL (a paying job) and there be two Executive Vice-Presidents, with each of the parties being allocated one.

The AFL, on the other hand, proposed that they be allocated the President and Secretary-Treasurer Officers, both of which would be paid jobs and they would allocate the two Executive Vice-Presidents positions to the CIO.

II. EXECUTIVE BOARD COMPLEMENT

Although there has been an agreement on the amount of Executive Board Members, there is a continuing disagreement on the question of the amount each of the parties shall be allowed.

III. DEPARTMENTS

The CIO proposed that there be four departments:

(a) Cope
(b) Legislative
(c) Education and Research
(d) Publications and Public Relations

Each of these Departments to have a head, with the understanding that they are to be appointed and the Executive Committee of the merged Organization would direct the functions of each of these heads.

The AFL, on the other hand, proposed three departments:

(a) Cope and Education
(b) Legislative
(c) Publications and Public Relations

The head of the Cope and Education to be elected by the Convention; the Legislative head to be the Secretary-Treasurer; the head of Publications and Public Relations to be appointed by the Executive Committee. They are agreeable to have an assistant to the head of Cope and Education who would be appointed by the Executive Committee.

IV. PER CAPITA

There has been an agreement that the per capita would be five cents (5¢) per member. Although the task of selling this, insofar as it concerns the CIO, will not be an easy one, especially when each of the CIO Local Unions will assume a two cent (2¢) per month per capita tax increase for each of the members.

On the other hand, the AFL is only going to assume a half cent (½¢).

V. CONSTITUTION

Recognizing that there have been various insignificant agreements reached which directly relate to constitutional matters other than those mentioned in items I through IV, there is still a lot of work to be done toward drafting a workable consitution. However, the CIO Merger Committee does not envision any of the remaining items as being insurmountable.

SUMMATION

If merger is to be accomplished in the Commonwealth of Massachusetts, it is incumbent upon the AFL Merger Committee to fully recognize that the CIO Organization in the Commonwealth of Massachusetts has been and still is a potent force for good -- socially, economically and politically.

The AFL Committee should and must agree that the President should come from the CIO; the Board complement should be divided as evenly as possible; the Department heads should be appointed by the Executive Committee and work under its direction.

In simple terms, the AFL Committee must recognize that the CIO has much to contribute to the merged organization both in physical strength and in mental strength; and we are sincerely desirous of merging, not submerging.

PUBLICITY and PUBLIC RELATIONS

The need for a labor press has long been recognized as essential to the continued growth of the labor movement. All international unions have their official publications. The national AFL-CIO publishes not only a weekly newspaper but a number of other official departmental-issued periodicals. All state councils or federations that are living up to expectation have their official publications. Even some of the city or regional councils and larger local unions have publicity departments and official publications.

Labor papers afford the best and most convenient means of keeping the membership informed and abreast of developments within the organization and the state or nation. They are a means of giving circulation to labor's side of the story whenever labor is under attack or engaged in activities for betterment -- whether during strikes, organization drives, justified or unjustified investigations, political campaigns, or in the never-ending battles to secure the enactment of better laws. In very few areas can labor expect its side of the story to be treated objectively in the daily press.

The need for an official publication for a council that will be established to give leadership to an estimated four hundred thousand working men and women and unite them in a solid front in all campaigns to elect friends of labor to public office and keep them informed at all times on the performances of these elected representatives is generally conceded. The question is whether or not a publicity department will require the services of a full-time man.

It is essential, of course, that a man assigned to edit a newspaper published for the purpose of keeping several hundred thousand people informed should himself be well-informed.

Your editor, therefore, must read extensively -- and the material (releases, pamphlets, labor papers, etc.) that comes to a labor editor's desk <u>is</u> extensive. He must be on hand to cover meetings, institutes, conferences, legislative hearings and sessions of the General Court. He must be a good listener in all chance gatherings where labor problems and activities are discussed. He must keep extensive files for quick reference to make sure that the information he passes on to others is always accurate and based on facts. He should be in constant contact with the officers of the organization for which he writes to make sure that the official publication of the organization never strays from established policy. And, above all, his choice of words should produce the kind of phraseology that reaches beyond the boxes to the third balcony.

Besides these basic requirements, your editor will have to write, rewrite and edit all the material that goes into the paper; he will have to read and reread galley proofs; he will have to prepare a printer's dummy and go over page proofs when the paper goes to press; he will have to do by himself all the work that the publicity director of an international union does with a staff of x-number of assistants. He must also do the work required for the publication of a Convention Year Book.

Can the duties or activities of the man assigned to this job be confined within the limit of a given number of hours or days? Can you tell your editor that he must read only so many hours each day? That he must write only so many hours each day? Or that he must break away from meetings, conferences, hearings, etc. when the whistle blows?

As the editor of the Massachusetts CIO News for the past twelve years, I would be at a loss to set down any list of specific duties which could be said to have been used as a guide for a day-to-day operation.

Never in twelve years have I missed a deadline -- yet seldom, if ever, have I excused myself when asked to assist in organization

drives; draft resolutions for institutes or regional conferences conducted by any of the affiliated unions; do research and prepare notes for or write full texts of speeches for an indefinite number of occasions; or to take pictures and do all the processing of films and prints. (Even the thousands of negatives I have in my files at home cannot accurately reflect the extent to which this phase of the work has grown since a large number of these negatives represent an unrecorded multiple in terms of photographic prints.)

It should be remembered also that writing in itself is a capricious enterprise. An ordinary writer might one day dash off a thousand words of immortal prose in fifteen minutes and the very next day struggle for hours over a paragraph not even fit for an appendix. A genius might be more consistent but geniuses are rare animals -- and the television industry needs them.

For my part I have dispensed with the services of a secretary or typist -- because I was convinced that the time spent in dictating or writing long-hand would be more productive at the keyboard of my typewriter. And when I do write copy long-hand, the revising and editing is done at the keyboard.

At convention time I have handled the invitations to speakers and other guests; the writing and editing of resolutions; the writing of an officers' report; and other miscellany which was considered the function of the publicity department.

Who can define specific duties of an editor or publicity director for a department such as this within prescribed limitations? I have found that the requirements of this job are as unpredictable as the possible site of the birth of Hurricane Zenobia next year.

I am sure that the CIO group on the merger committee are fully aware that the requirements of the job cannot be cramped into any limited measure of time -- and that it requires the services of someone genuinely dedicated to the cause of labor.

Respectfully submitted,

Gerard Kable, Editor
Mass. CIO News

CIO REPORT ON STATUS OF MERGER DISCUSSIONS IN MASSACHUSETTS

Background

When the merger of the AFL and CIO at the national level was announced in 1955, the Executive Board of the Massachusetts State CIO Council voted a four-month postponement of its convention, which was scheduled for December that year, with the expectation that a merger of the AFL and CIO in Massachusetts would be completed early. This belief on our part was based on the close and friendly relationship our two organizations had enjoyed in the fields of politics and legislation since 1948.

While we in CIO expressed our desire and readiness to open merger talks early -- having sent a letter to that effect to the Mass. State Federation of Labor shortly after the merger had been accomplished nationally -- it was not until the end of April, 1956, after our delayed convention had been held, that seven-man committees were selected by both organizations for the purpose of opening merger discussions.

These committees met for the first time on May 4, 1956. At this meeting, a subcommittee was appointed to start work on the drafting of provisions for a constitution.

The full committee and the subcommittee met three times in June of 1956 and engaged in considerable discussion but made very little progress.

On July 20, 1956, the merger committee met for the purpose of setting up a Massachusetts Committee on Political Education in accordance with the directive issued by the national AFL-CIO COPE.

There were no further merger talks until February of 1957, the entire personnel of our organizations having devoted their time and energy in the interim to work in the election campaign. Other meetings were held in March, April, May and July, 1957, and some minor differences have been tentatively ironed out.

It appears, for instance, that there might be a possibility of agreement on the following issues:

(1) To establish a Board of thirty-one (31) members, including officers.

(2) That there should be a complement of four (4) officers.

(3) That at the first convention each organization would elect its own complement of Board Members as it saw fit and that each group would respect the choice of the other. The number to be elected by each group was still undetermined.

(4) Progress has been made on other issues such as per capita and convention dates.

However, there are several areas of disagreement which have made it difficult to achieve compromise.

Some of the Unresolved Issues

CIO proposes that officers be empowered to administer the affairs of the organization in accordance with the mandates of the full State Board between regular meetings. We feel that this would provide the best assurance that there shall be efficient and democratic rule within the organization.

CIO proposes that four departments be set up with full time people to head these departments. These would be Education and Research; Political Education; Legislative; and Public Relations and Publications. The heads of these departments would be appointed by the Executive Board and would carry out the functions designated by the state body. We feel that such departments are essential for the efficient operation of a Council such as we are trying to establish.

The CIO believes firmly that democratic rule will best be served if all officers and Board Members are elected at conventions for similar terms in office.

CIO favors local Central bodies to be represented at conventions by one (1) delegate.

Finally, a complete draft for a constitution will have to be mutually agreed upon.

We shall welcome any assistance your office may give to bring about a merger of the AFL and CIO in Massachusetts at the earliest possible date. In the meantime, we stand ready and prepared to continue our talks and hope to resolve our differences in a manner that will be acceptable to all concerned.

UNMERGED STATE BODIES AROUND THE COUNTRY AND REASONS FOR NOT MERGING

NEW JERSEY - CIO larger with 189,000 members. AFL has 170,000 members. AFL wants two top officers, 2/3 of the Executive Board, and 2/3 of the votes of the convention.

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MICHIGAN - Jimmie Hoffa, Chairman of the merger committees of Wayne County and the State AFL. Have only had a few meetings and, of course, have come to no agreement of any kind. CIO is twice as large and has called a merger convention for late in February, 1958, and this convention date has been approved by Peter McGavin, Assistant to President George Meany.

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RHODE ISLAND - They are not meeting.

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NEW YORK - In spite of the fact that Pres. Meany met in New York, merger negotiations have broken down because of a proposed constitution submitted by the AFL, which relegated the two CIO officers to a position of no importance. Hollander, who was to be the Chairman of the Board of the merged organization, would have the sole function of keeping order at the Board Meetings. Garno, who was to be the Secretary-Treasurer, would be a clerk who would keep track of the money coming into the organization, but would not be able to pay any bills and couldn't even recommend that bills be paid under the AFL proposal. This was completely unacceptable to the CIO. The Building Trades and the Teamsters run the AFL behind the scenes and this is the root of the whole problem. With the Teamsters out, the affiliated membership would be fairly close between both organizations.

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CALIFORNIA - AFL does not want to give the CIO any officers, just staff jobs under the Secretary-Treasurer. CIO wants a political department which is supported by per capita payments paid directly from the affiliated unions. AFL will only discuss this after merger. The AFL suggestions are unacceptable to the CIO.

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PENNSYLVANIA - They have tentatively agreed on Officers - Co-Chairmen at the top until 1960 and after that, election for President and Executive Vice-President, one from each side. CIO tentatively will have Secretary, AFL - Treasurer. They are apart on the duties of the Officers and election of the Board. AFL wants district setup and CIO wants election at large. Tentatively have agreed on fifteen members from each side on the Executive Board. With the Teamsters out, the affiliated membership would be fairly close between both organizations.

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FLORIDA - Personality problems on top. AFL has agreed to maintain the present staff of the CIO and have open convention to decide officers. AFL membership 65,000 and CIO membership 5,000.

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INDIANA - CIO 100,000 larger. AFL wants the President. CIO feels open convention is best way to decide the problem. Have not met in merger meetings since last May.

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ILLINOIS - AFL slightly larger, CIO willing to give President and Secretary-Treasurer to AFL. AFL insists on complete authority on decisions on legislation and PAC to the President of the merged organization, who would be an AFL man. CIO wants committees to make decisions in these two areas. With the Teamsters out, the two organization would be fairly close in membership it now appears.

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OHIO - Cannot agree on officers. CIO would be a little larger with the Teamsters out.

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WISCONSIN - Cannot agree on officers.

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KENTUCKY - Personality problems, cannot agree on officers and board. Still meeting but not making any progress. AFL twice as large as CIO.

DUTIES OF A LEGISLATIVE AGENT

Filling of Bills

The deadline for filing bills for an incoming session is 5:00 P.M. the first Wednesday of December. The bills to be filed are those authorized by the organization.

Preliminary to filing, the legislative agent must review the measures acted on at the previous session, but which failed to pass. Notes taken at hearings, amendments proposed or adopted at the previous session are considered. Other sources - such as, local unions, the state boards, Federal agencies and agencies of other states, and the National organization - are contacted in order to perfect the measures to be filed and to prepare the arguments to be advanced for them. Reports of Recess Hearings must be studied.

The work of putting the bills in proper form to be filed, involves checking of Chapter section numbers and dates, a time consuming but a routine procedure. A lengthy bill, such as the Cash Sickness measure must be read carefully, especially if changes from previous drafts are required.

The selection of the legislators to file the bill, requires contact with individuals prior to the filing date.

The Next Step

Bills are assigned to Committees by the clerks of the respective branches, The assignment of bills is a matter which should be checked as early as possible after the filing date.

In the offices of the Senate and House clerks, the bills filed are listed with title description in a book, it is possible to get some idea of what bills have been filed (I check this list for bills filed by anti-labor forces).

Each year, the number of bills filed by the dead line, total nearly 3,000. It is usually late in February before all have been printed and distributed.

The first bulletin which carries all the bills and the committee to which they have been assigned, usually is available around January 15th. This bulletin is checked as it provides a more exact record of the measures, than the previous check made in the clerk's office.

As soon as bills appear in print, they have to be read and grouped when a number deal with the same subject matter or section of the law. In order to get as much advance notice as possible on hearings dates, it is possible to work out a schedule of hearings with the chairmen of the Committee on Labor and Industries, before which most labor bills are heard. Also if it appears, after checking the Bulletin, that a bill should be sent to a different committee, this is the time to try to have a measure reassigned.

Particular attention to bills is required when they become available, for two reasons - one a badly drafted bill, while well intentioned may make the present law worse, and second it may be necessary to do some work in order to be prepared for the hearing on the measure. Each year we have instances of the badly drafted measure, and on the second question, time may be required to get the material needed.

Preparation of legislative reports to the affiliated unions and hearing schedules is the next order of activity.

From now on, starting about January 15th daily lists of hearings, calendars and journals of both branches have to be read, five documents in all for each day the legislature sits. The Bulletin, which is issued late on a Monday and at weekly intervals at the earlier part of the session, has to be checked for hearing dates and disposition of bills. Later in the session this checking is more involved as it provides for follow-up on original bills that may be redrafted under new numbers or reported under a different bill or resolve or order.

All during the session it becomes necessary to check on bills in the Senate and House clerks office.

Hearings take up three to four days of each week until the middle of April and on some days measures of interest are being heard in different committees, in this latter case, I record our position on a bill in the hearing of least importance and obtain permission to file a statement with the Committee.

In addition to appearing at open hearings, a Committee may request attendance, or I may ask to attend an executive session of the Committee when an important measure is being considered.

In addition to the regular hearings, a Department Commission or a Special Committee may hold hearings and conferences. This was true this year when the Arbitration Bill was under consideration, also the Commission on Health and Welfare Funds held hearings during the session.

As bills are reported, they have to be followed, many bills reported in the House go to the House Ways and Means Committee. A favorable report from this Committee is important, to secure it may require contacting the members, or special preparation for a hearing before the Committee.

Effective legislative work requires attendance at the State House each day the Legislature is in session. When a bill of importance to Labor is in the legislative process, such attendance is imperative.

After a bill has passed both branches, it goes to the Governor for his signature or veto. The Legislative Secretary of the Governor gets the bills, he must be contacted if the bill is of interest. There are a number of ways of killing a bill at this stage - by sending it back to the Senate is one method. However, sometimes the bill is sent back not only once but several times in order to provide time to check what the measure would do. (While the Legislature is in session the Governor has five days to sign or veto a bill, if he does neither it becomes law. Prior to 1956 any bill not signed by the Governor when the Legislature prorogued was considered dead, now he has five days after prorogation to sign a bill, if he does not sign it by the end of the fifth day, the bill dies.)

During the final days of a session, special rules are in effect, calendars with orders of the day are not required. At this time it becomes particularly difficult to follow bills, also it is a period when a bill can be put through, that normally would have little chance.

Particular attention must be given when a bill is in the Committee on Bills in the Third Reading, this is the most important stage a bill reaches. In this Committee a bill can be drastically changed by amendments, also the Committee can release the bill without warning when votes depended on for its passage are not there. This problem is not as serious in the House as in the Republican controlled Senate.

Critical Period

Beginning around February 1st, Committees are holding hearings daily, bills are being reported into both branches, this continues until the latter part of May. To some extent, though it varies from session to session, after April 1st, fewer hearings are held which gives more time to follow bills in the Senate and House, or in the Special Committees holding them. These Committees are the Ways and Means Committees, the Committees on Bills in the Third Reading of both the Senate and the House. With the exception of the few days preceding prorogation, the period from February 1st to May 30th is the most difficult of the session and requires much time and vigilance.

Legislators

Throughout the session, members of the Senate and House constantly contact the legislative agents for information. The information sought, from a labor legislative agent, is Labor's position on various bills not considered to be Labor bills. In this category are measures such as the Authority bills, taxation measures, Constitutional amendments, and bills dealing with educational matters and election law changes and many others. And when a bill supported by Labor is before either branch, the information sought deals with that particular bill. To meet these requests, requires a general knowledge of a great many bills. Legislators, also frequently seek information on the trends in the labor movement and the policies of both the National AFL-CIO and the state bodies, for the purpose of answering questions of constituents or in preparation of speeches. While this may not appear to be a part of a legislative agent's duties, it is very important. It wins friends, corrects erroneous impressions about labor and is one of the best opportunities for building favorable public relations for Labor. To meet these informational requests intelligently, requires constant reading of current events in the daily press, magazines and union periodicals, and a knowledge of the American Labor Movement from its earliest days and to date.

National Legislation

The legislative policies of the National organization and the activities of its legislative department must be followed, also the proceedings of the Congress in relation to labor backed measures. Requests are frequent from local unions on various aspects of Federal Legislation.

Between Sessions

At a session close, a review of the session is made. The final bulletin for session takes the editor about four weeks to complete. When it is available, it provides a source for the review. This review is important in planning for the next session. Special Commissions dealing with matters of interest to Labor hold hearings. In the past we have had such Commissions on questions relating to Workmen's Compensation, Unemployment Insurance, Industrial Home Work. Currently the Health and Welfare Commission is still in operation and is expected to hold hearings. The Advisory Council of the unemployment insurance system has had referred to it the problems relating to "suitable work" and disqualification for benefits, I have had one meeting with this Council, in relation to bills filed by us on these two matters.

1957 Session

Approximately 4,200 legislative documents were before the session - bills, resolves and reports. 768 Acts and 154 Resolves were passed.

It may be possible I have overlooked some activities of a legislative agent for labor before the Massachusetts General Court, but I believe the foregoing covers the subject most comprehensively.

Albert G. Clifton

CONSTITUTION AND BY LAWS OF THE WORC. LABOR COUNCIL, AFL-CIO

PREAMBLE

Whereas, The necessity for unity of action among the working classes has been fully demonstrated, and we believe such unity of action can be best accomplished by an organization composed of delegates elected by the various trade and labor organizations.

Therefore,

Resolved, That we, representatives of the various trade and labor organizations, for the benefit of all working people, do adopt the following:

DECLARATIONS OF PRINCIPLES

1. While we are opposed to entering any particular political party as a body, we declare it our duty to use our influence with the law-making power to secure the following or similarly beneficial objects; The regulation of the employment of children, so that no child under 13 shall be employed in workshops or factories; the adoption of proper laws regulating the hours constituting a day's work for women and children, and for city, town, state and national employees; efficient and honest factory inspection; reforms in prison labor so as to prevent the product of the convict from coming into competition with industry; a proper and efficient Employers' Liability Act.

2. We declare it the duty of every workingman to use his utmost endeavors to secure the betterment of the conditions of the laboring classes generally; and to accomplish this we believe that a central organizations should exist, whereby all divisions of Labor may prove allies to any particular one that may be oppressed by capital.

3. We hereby pledge ourselves to assist each other in securing fair wages by all honorable means.

4. We declare that all existing beneficial labor laws should be rigidly enforced, especially those requiring compulsory education of children, and we pledge ourselves to take such measures as will secure such enforcement.

5. We are in favor of arbitrations of differences between employer and employed.

6. We pledge ourselves to aid in the adoption of Union Labels for all union made goods under our patronage.

7. The securing of equal pay for equal work, irrespective of sex.

8. The attainment of direct legislation as embodied in the principles of the Initiative and Referendum.

9. With Divine Guidance, grateful for the fine traditions of our past, confident of meeting the challenge of the future, we proclaim this Constitution.

ARTICLE I NAME

This Organization shall be known as the WORCESTER LABOR COUNCIL, AFL-CIO of Worcester and vicinity.

ARTICLE II DELEGATES

Sec. 1 The Council shall be composed of delegates from affiliated local unions.

Sec. 2 Delegates to the Council shall be certified by their Union on credential forms provided by the Recording Secretary of the Council, said forms to be duly signed and sealed by the President and Recording Secretary of said Locals.

Sec. 3 Only members in good standing of the local unions they are elected to represent shall be seated as delegates.

Sec. 4 Locals having from 1 to 100 members - 3 delegates; 1 additional delegate for every additional 100 members or major fraction thereof.

Sec. 5 Non-attendance for three consecutive regular meetings without a reasonable excuse shall be sufficient cause for declaring a member's seat vacant, and the President shall declare it, and a notice of the same shall be sent by the Recording Secy. to the union from which such a delegate was elected.

ARTICLE III OFFICERS

Sec. 1 Officers of the Council shall consist of: President, Executive Vice President, Financial Secretary Treasurer, Recording Secretary, Three Trustees, Seven Vice Presidents and a Sergeant at Arms.

A. They shall hold office for the term of one year and until their successors are qualified.

B. Three Trustees to hold office for three years, but at the first regular election one Trustee shall be elected for 1 year, one for 2 years, and one for 3 years.

Sec. 2 They shall be nominated at the regular meeting in January and elected at the regular meeting in February. Nominee shall be present for acceptance, or letter of acceptance must be in hands of Recording Secretary prior to Nominations.

Sec. 3 The Election of Officers shall be by ballot. When there is a contest the Australian ballot system shall be used. When there are not contests for any office, the Secretary may be instructed to cast the vote of the entire body for the candidates nominated.

Sec. 4 The President shall appoint 4 tellers and a clerk to conduct the Election, who shall collect and count the votes, and announce results of election to the body. The President shall then declare the successful candidates elected. Installation shall take place immediately after the President declares the candidates elected.

Sec. 5 Only delegates whose local union fees are paid through Dec. 31 of preceding year shall be eligible to run for office. This will also apply to delegates voting.

Sec. 6 When there is a permanent vacancy in an office the President shall appoint a member to fill the vacancy and an election must be held not less than 30 days or more than 60 days to fill the office, and nominations at least 2 weeks prior to election.

Sec. 7 At the expiration of the term of office, by termination or otherwise, of any officer, he shall turn over to his successor all money property, papers, records, and books of the Council that he may have in his possession.

ARTICLE IV DUTIES OF OFFICERS

Sec. 1

A. It shall be the duty of the President to preside at all meetings of the Council and Executive Board, and enforce a due observance of the Constitution; see that all Officers perform their regular duties; appoint officers and committees not otherwise provided for.

B. He shall sign all vouchers legally authorized by the Council to be drawn upon the treasury of the Council. He shall sign all obligations legally authorized by the Council and perform all other duties pertaining to his office.

Sec. 2

A. The Executive Vice President shall perform the duties of the President in case of the absence or resignation of the President, and until his successor is elected. He shall also discharge the duties of the Chair when called upon by the President. He shall be the Reading Clerk.

B. The First Vice President shall perform the duties of the Executive Vice President in case of the absence or resignation of that officer.

Sec. 3

A. The Financial Secretary Treasurer shall receive and keep an accurate account of all monies paid.

B. He shall report semi-annually at a regular meeting, stating the indebtedness to the Worcester Labor Council, if any, of each affiliated organization. He shall notify local unions regarding their indebtedness. He shall perform all other duties as are called for in the Constitution.

C. He shall receive and keep a record of all money paid into the Council, and shall deposit such money in the bank in the name of the Worcester Labor Council. He shall pay all bills subject to the approval and authorization of the delegates to the Council. All bills must be paid by check, signed by the Financial Secretary Treasurer and countersigned by either the President or Executive Vice President. He shall be Treasurer of all committees.

D. The Financial Secretary Treasurer shall report the condition of the treasury in detail at every regular meeting and submit his books and records to the Trustees immediately following elections, and they shall be audited by the Trustees in January, April, July and October. The Trustees shall give a report of their findings at the next regular meeting. The Financial Secretary Treasurer to mail statements to Locals in arrears on their per capita tax.

Sec. 4

A. The Recording Secretary shall keep a correct record of the proceedings of the meetings in a book provided for that purpose; carry on all correspondence connected with the business of the Council and attest all orders signed by the President.

B. He shall keep a membership roll, and also a record of attendance of members as well as a list of all Labor Organizations in Worcester and vicinity, represented by the Council, and seek to keep on file all information concerning the labor movement and perform such other duties as the Council may require during its sessions.

Sec. 5

A. The Trustees shall have general supervision over the property of the Council. They shall see that all money in the hands of the Treasurer over fifty dollars is deposited in some approved bank, and shall make a quarterly report of their transactions at the regular meeting in Jan., April, July and Oct. They shall also see that the Financial Secretary Treasurer shall be bonded in some reliable company for a minimum of $2500. This bond shall be held by the President.

Sec. 6

A. It shall be the duty of the Sergeant-at-Arms to attend the door, and admit none but members of bona fide local unions, unless otherwise permitted by the Council. He shall be the staff officer of the President and shall perform such services as the Chair may direct.

ARTICLE V EXECUTIVE BOARD

Sec. 1 The officers of the Worcester Labor Council shall be empowered to act in the capacity of an Executive Board to protect the interests of the Worcester Labor Council and its affiliated local unions between meetings. This board so formed shall have the right to call special meetings of the Council whenever they deem it necessary.

Sec. 2 The executive Board shall, in the interval between meetings, have full and complete charge of all business of the Worcester
A. Labor Council; they shall render assistance in the formation of new unions, and visit organizations not affiliated for the purpose of requesting them to send delegates; they shall render assistance to labor measures intended for the Legislature or City Government and shall report all labor measures introduced to either body, and keep informed on all legislative matters of interest to labor.

B. They shall also investigate and endeavor to adjust all complaints preferred by one union against another.

C. The Board shall meet on the second Friday of each month at 8:00 P.M. unless otherwise ordered, and shall keep a record of attendance of its members, and make a report of all business transacted to the next regular meeting of the Council for its approval or rejection.

Nine members shall constitute a quorum of the Executive Board.

D. A special meeting of the Board may be called by the President, whenever in his judgment it is required, and shall be called by him upon the signed application of a majority of its members.

E. The Executive Board can accept, substitute, or reject the report or recommendations of any special committees, appointed or created by the Board.

ARTICLE VI EXPENDITURES

Sec. 1 Expenditures of a charitable nature voted for at a regular meeting shall not exceed $10. Any expenditures over this amount must be referred to the Executive Board.

ARTICLE VII COMMITTEES

Sec. 1 The Worcester Labor Council recognizing the necessity of systematic action by the delegates representing the different branches of labor, deems it advisable to form the following standing committees:

Entertainment	Press and Printing	Resolution
Finance	Constitution	Community Services
Credential	Union Label	C. O. P. E.
Educational	Legislative	

A. Said committees to be appointed by the President subject to approval of the Council, and shall be composed of not less than 5 members each.

B. Special committees may be appointed or elected as needed.

C. Expenses shall be paid for Committee members when prior approval is given by Executive Board.

Sec. 2 Entertainment: The members of this committee shall handle all entertainment authorized by the Council.

Sec. 3 Finance: It will be the duty of the Finance Committee to consider all propositions submitted that will necessitate expenditures, except such as are considered regular expenses, and report to the body the advisability of making such expenditures.

Sec. 4 Credential: This committee shall examine and report on all credentials when presented, unless otherwise directed by Worcester Labor Council.

Sec. 5 Educational: It shall be the duty of the Educational Committee to collect statistics bearing upon the subject of child labor that may come before the Worcester School Committee, School of Technology, Trade School, Manual Training or other schools of like nature and report to Worcester Labor Council or Executive Board.

Sec. 6 Press and Printing: It shall be the duty of this Committee to have control of all matters for the press pertaining to Worcester Labor Council, subject to the order of the body, and shall have charge of the organization's printing. This Committee shall include the President and Secretary.

Sec. 7 Constitution: Any changes or amendments to the Constitution shall be referred to this Committee for study and submission to the body, and submission to the body within 30 days or next regular meeting with their recommendations.

Sec. 8 Union Label: It shall be the duty of the Label Committee to endeavor to secure the adoption of a Union Label by all organized craftsmen eligible to representation in the Council; and to familiarize union men and women with such labels; and in all other ways to advance the interests of union made goods, and shall post a copy of each label on the bulletin board for the inspection of delegates. If a label is brought up for endorsement, it shall be referred to this Committee, which shall investigate and report to the next meeting. The committee shall be composed of delegates representing label unions.

Sec. 9 Legislative: This Committee shall consist of the President and four other delegates. They shall attend hearings of interest to labor on instructions from the Council. The President shall be chairman of the committee and shall have the power, between meetings of the Council, to designate one or two members of the committee to attend hearings in case of emergency.

Sec. 10 Resolutions: This Committee shall receive all resolutions presented and take action upon the same, and report said action to the Council at the same meeting at which they were presented, unless otherwise ordered by the body.

Sec. 11 Community Services: To encourage and train union members for participation in Community life.

Sec. 12 C.O.P.E: This Committee shall be vested with the duty and responsibility to assist the Worcester Labor Council in meeting the need for sound political education. It shall encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to participate in the political life of the local, state and national communities. This Committee shall be composed of delegates from affiliated local unions.

Sec. 13 Delegates absent from three consecutive notified meetings of a committee upon which they have been appointed shall be so reported to the President by the Chairman, and the President shall declare place vacant (unless sufficient excuse is made) and he shall fill the vacancy within ten days from the same delegation, if possible, to which the delinquent committeeman belonged.

ARTICLE VIII FUNDS

Sec. 1

A. The funds for the support of the Worcester Labor Council shall be derived from a per capita tax on each local affiliated of three cents (.03¢) per month per member. This per capita tax to be based on actual number of dues paying members of each local union.

B. One cent of this amount will be allocated for Political Education purposes.

C. The per capita tax of subordinate bodies other than local unions shall be on a fixed basis, which shall not exceed $10 per year. They shall be entitled to one delegate with one vote.

D. Local unions in arrears with dues to the Council for 3 months shall be notified by the Financial Secretary Treasurer and if payment is not made within one month

after date of notification, the local shall be suspended by the Council. Local unions with less than 34 members shall pay a minimum of $1.00 per month.

ARTICLE IX MEETINGS

Sec. 1 The regular meeting of the Council shall be held on the 4th Friday of each month unless otherwise determined. Executive Board meetings will be held on the 2nd Friday of each month.

Sec. 2 Twenty-five (25) delegates representing 8 Internationals shall constitute a quorum for the transaction of business at any regular meeting or special meeting.

Sec. 3 Special meetings shall be called by the President on the petition of delegates representing 8 or more Internationals or Federal locals in good standing or by the Executive Comm. At least 48 hours notice shall be given delegates of such a special meeting.

ARTICLE X CHARGES AND TRIALS

Sec. 1 Any delegate preferring charges against an officer or delegate of the Council shall make the charges in writing and must sign the charges. The charges shall be filed with the Recording Secretary, or the President if the Recording Secretary is charged, who shall furnish copy to the accused within 15 days after they have been received; and copy sent by registered mail, return receipt requested, or served in person with witnesses. The accused shall have 5 days from receipt of the copy of the charges in which to prepare his defense.

Sec. 2 Any officer or delegate may be penalized for committing any one or more of the following:

A. Violation of any of the provisions of this Constitution.

B. Advocating or attempting to bring about the withdrawal from this Council of any local union or any member or group of members.

C. Publishing or circulating among the membership false statements or misrepresentations.

D. Working in the interest of or accepting membership in any organization dual to the objectives of this Council.

E. Slandering or wilfully wronging a member of the Council.

F. Using abusive language or disturbing the peace or harmony of any meeting in or around any office or meeting place of the Council.

G. Fraudulently receiving any money due to the Council or misappropriating the monies of the Council.

H. Using the name of the Council for soliciting funds or advertising, etc., of any kind without the consent of the appropriate Body of the Council.

I. Furnishing a complete or partial list of the membership of the Council, without the approval of the Council, to any person or persons other than those whose official position entitles them to have such a list.

J. Deliberately interfering with any official of the Council in the discharge of his duties.

K. Any other conduct unbecoming a Council member.

Sec. 3 Any member convicted of any one or more of the above offenses may be suspended or expelled; any member charged and found innocent shall be acquitted. If any officer of the Council is convicted of any one or more of the above named offenses, he may be penalized as described above, and removed from office or position.

Sec. 4 The charges shall be referred to the Executive Board, and if found by a majority to be worthy of trial, they shall be tried before the Executive Board, which shall sit as a trial board. If the Executive Board sitting as a trial board, does not make a report within 30 days after the copy is served on the accused, the person preferring the charges may appeal to the Council for action.

Sec. 5 The findings and recommendations of the Executive Board sitting as a trial board, shall be reported to the Council at its next regular meeting after the findings and reccommendations of the Executive Board are rendered.

Sec. 6 The Presiding officer shall submit the findings and recommendations of the Executive Board (Trial Board) to a vote of the delegates present and a majority vote shall decide whether such findings and recommendations shall be given effect.

Sec. 7 Any final decision of the Council may be appealed to the President of the AFL-CIO within 30 days after the decision appealed from. The decision of the President may thereafter be appealed to the Executive Council. Any appeal shall be filed in writing with the Secretary Treasurer within 30 days after notice of the action being appealed.

Appellants shall have the right to appear before the Executive Council in support of their appeal. The decision of the Executive Council may be further appealed to the next succeeding Convention of the AFL-CIO. Such further appeal shall be filed in writing with the Secretary Treasurer at least 30 days prior to the opening of the Convention.

The appellant shall have the right to appear before the appeals committee of the Convention and, except in cases of an individual appellant, shall have the right to appear before the Convention itself. An individual appellant shall have the right to appear personally before the Convention itself only with the consent of the Convention.

During any such appeal the original decision of the local central body, or of the President, or of the Executive Council, as the case may be, shall remain in effect unless reversed, modified or temporarily stayed.

ARTICLE XI OUTSIDE COMMITTEES

Sec. 1 When an organization requests the services of a committee for some special work of its own, and expenses are incurred by the committee in the performance of the work, the same shall be paid by the organizations making the request, unless otherwise ordered by the Council.

ARTICLE XII AID TO UNIONS

Sec. 1 In case of urgent necessity, and in order to expedite matters, the Worcester Labor Council may go into executive session for the purpose of considering grievances and contracts presented by any union in good standing, when properly sealed and signed and with the express approval of the Executive Council of National AFL-CIO.

Sec. 2 An organization from another city affiliated with a National body which shall apply for financial help, and if there is a Union of the same trade or craft in Worcester not attached to this body, no loans, donations, or credentials shall be granted for same.

ARTICLE XIII AMENDMENTS

Sec. 1 This Constitution may be amended by a two-thirds vote at any regular meeting of the Council, provided, that the amendments have been presented in writing and read at the previous regular meeting of the Council and providing: that no section or article of these by-laws be in conflict with the Constitution of the AFL-CIO and Rules Governing Local Central Bodies, and in such case the Constitution of the AFL-CIO and the Rules Governing Central Bodies shall supersede.

Sec. 2 This Constitution shall go into effect upon its immediate approval by the President, AFL-CIO.

ARTICLE XIV RULES

Sec. 1 Meetings of the Council shall be held in accordance with the Robert's Rules of Order except as may otherwise be provided.

INSTALLATION PLEDGE (OFFICERS)

"I ..... do faithfully promise, that while an officer of this Council, I shall administer the duties of my position honestly, without fear or favor, and to the best of my ability, I shall turn over to my successor all monies, property, papers, records and books of the Council that may be in my possession, so help me, God."

This pledge to be given by retiring President, or in case of his reelection, any delegate or officer designated by him, shall upon the completion of the election of officers for the ensuing term administer the oath.

INITIATION (DELEGATES)

After final action has been taken upon the report of the Credential Committee, the Sergeant-at-arms shall present all delegates whose names appear upon accepted credentials to the President, who shall administer the following:

PLEDGE OF HONOR

"I ..... do faithfully promise, to the best of my ability, to obey the rules and regulations of the Worcester Labor Council so long as I am connected therewith."

ORDER OF BUSINESS

1. Roll Call of Officers.
2. Report of Credentials Committee and Seating of Delegates
3. Reading of Minutes.
4. Communications.
5. Bills.
6. Treasurer's Report.
7. Reports of Committees.
8. Report of Executive Committee.
9. Reports of Officers.
10. Reports of Delegates.
11. Nomination of Officers.
12. Election and Installation of Officers.
13. Unfinished Business.
14. New Business.
15. Welfare of Assembly.
16. Adjournment.

Jurisdiction of the Council to be Southern Worcester County on a line bound on the North and including the following Towns:

Hardwick, Barre, Oakham, Rutland, Holden, W. Boylston, Boylston, Clinton and Berlin.

DEH
2521-usa

M E M O May 27, 1958

On May 21st, Pres. Belanger notified the Merger Committee by letter from his office of the Merger Meeting with the AFL on June 3 and 4, 1958, and also that our Merger Committee would meet for dinner at the Parker House at 6:00 p.m. on Jund 2nd to review the Merger situation to date.

On May 21st, Pres. Belanger answered the May 16th letter from Kenneth Kelley, Sec. Treas. of the State Federation and sent copies (?) of the Kelley letter to President Meany, R. J. Thomas and Peter McGavin.

(per telephone conversation with E. Montgomery --of date

AGC)

CIO at the first meeting suggested that Regional Director Thompson be asked to sit in on merger negotiations.

AFL refused.

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CIO at first meeting asked that attorneys be appointed, one from each side, to draft up language for some of the sections of a merger constitution.

AFL refused.

****

CIO asked for exchange of lists of locals from each organization, this request was made at the first and subsequent meetings.

****

CIO proposal for officers: -- President, Secretary-Treasurer, 8 Vice Presidents, and that Executive Officers be empowered to make decisions between Board Meetings.

AFL opposed to Officers empowered to make decisions between Board Meetings.

****

CIO proposed February 25th that the Executive Board be elected at large in the convention.

AFL opposed to this, was in favor of electing Board by districts.

This was finally resolved at the July 12, 1957 meeting, for the first convention each side would elect its members as it saw fit and the new Executive Board of the merged organization would work out a formula for election of the Board and submit it to the following convention.

****

It was tentatively agreed at the February 25, 1957 meeting, that representation at the convention would be one (1) delegate for every 200 dues paying members and one additional delegate for every additional 200 dues paying members or major fraction thereof, this was made definite at the July 12th meeting.

****

CIO proposed at the February 25th meeting that officialdom of the proposed organization be discussed, on July 25th CIO proposed 4 top Officers - President, Executive Vice President, Secretary-Treasurer, and Legislative Agent - on September 27th CIO again proposed these 4 Officers. On October 18th CIO proposed that the 4 Officers be split equally, 2 from each side, and that the top 2 Officers be split equally one each.

AFL was in favor of 4 Officers on July 25th, but were opposed to splitting up of Secretary-Treasurer--Legislative Agent. On September 27th, AFL again agreed to 4 Officers but made no counter proposal on what the titles should be, was still opposed to splitting Secretary-Treasurer--Legislative Agent. At October 11th meeting AFL made counter proposal of 4 Officers -- President, Executive Vice-President, Executive Secretary, and Secretary-Treasurer--Legislative Agent -- and at the October 18th meeting proposed that the AFL get the President, Secretary-Treasurer--Legislative Agent and 17 Board Members out of 27 leaving 10 for the CIO.

****

It was agreed at the July 12th meeting that the Executive Board have 31 members including Officers. At October 11th meeting CIO proposed an equal division on the Board and suggested that there be 18 members from each side on the Board. At October 25th meeting CIO proposed 32 Board Members, including Officers.
At October 18th meeting AFL said it could not agree to 36 on Board.

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At July 25th meeting CIO proposed 4 departments -- Education & Research, COPE, Legislative, Publicity & Publications -- with the Department Heads appointed by the Executive Board and under the direction of the Board they agreed that there could be standing committees and at a later meeting proposed the duties of the Departments; this proposal of 4 departments was made at every succeeding meeting of the committees.
AFL made counter proposal of standing committees at July 25th meeting, with a possibility of a Department of Education and COPE with the co-directors elected. At September 27th meeting agreed to Departments but questioned the number, felt that Education and COPE and Research ought to be one department with two men, agreed to a Legislative Department and that the job of Publicity and Publications be taken over by a new committee to be set up. On October 4th proposed two Departments -- COPE and Education, Legislative Department and 10 standing Committees. At October 11th meeting proposed 3 Departments -- Education & COPE, Legislative, Publicity, Publications and Research and that the Department heads be elected and their minds were not closed on election vs appointment of Department Heads.

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At July 12th meeting it was agreed to have an annual convention.

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Election of Board and Officers was discussed at July 12th meeting. At July 25th meeting CIO proposed Officers and Board be elected at same time for same period of years. At October 11th meeting CIO suggested Officers and Board be elected for 2 years after first set of Officers and Board had served for one year.

AFL at July 25th meeting proposed Officers be elected two years and the Board be elected every year.

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At July 12th meeting it was agreed that the convention be held on Wednesday, Thursday and Friday with important committees meeting Monday and Tuesday.

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Per capita of .05¢ per member per month was agreed upon at July 12th meeting.

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Roll call voting at the convention and City body representation at the convention was discussed at the July 12th meeting, AFL was for two votes for City bodies at the convention - CIO was for one vote. At July 25th meeting, it was agreed that 100 delegates would be needed for a roll call vote at the convention. At the October 25th meeting CIO proposed that voting in convention on roll call and secret ballot elections would be done on a per capita basis and that no delegate could cast over 600 votes.

AFL said proposal was unacceptable.

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At October 11th meeting it was agreed to call the merged organization Mass. State Labor Council, AFL-CIO.

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At October 18th meeting CIO proposed that the National AFL-CIO be called in to help resolve merger, this was proposed again at the October 25th meeting. On October 25th AFL agreed to call in National. AFL proposed that we write Meany and ask for McGavin and Thomas, CIO refused to name people.

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At October 25th meeting CIO proposed one paid Officer.

COPY OF THE REPORT TO THE SPECIAL CONVENTION

OF THE MASSACHUSETTS FEDERATION OF LABOR

REPORT ON MERGER
TO
SPECIAL CONVENTION
MASSACHUSETTS FEDERATION OF LABOR
NOVEMBER 23RD, 1957
HOTEL SOMERSET, BOSTON

During the 71st Convention of the Massachusetts Federation of Labor a detailed report on the progress of Merger in Massachusetts was made by President John A. Callahan. Since the convention, meetings between the Merger Committees of the State AF of L and State CIO were held on September 23rd and 26th; October 4th, 11th, 15th and 25th; November 8th and 15th. These were day long meetings attended by the full committees of both organizations. Present at the last 2 meetings were either Eugene Moats or R. J. Thomas, Assistants to President George Meany of the AFL-CIO.

At the September 23rd meeting, the date of November 23rd was tentatively agreed to for the Merger Convention. Each organization was to hold its own separate convention on the preceding day (November 22nd) and to meet in Joint Convention on Saturday, November 23rd. It was further agreed that the Merger Committees would meet every Friday for the next two (2) months in order to resolve the remaining issues in dispute. The Massachusetts Federation of Labor proceeded in good faith to notify its affiliates of the Special and Merger Convention dates and assumed that the CIO was issuing a similar Convention Call to its affiliates. A few weeks ago it became obvious that such was not the case.

The meetings on September 23rd and 26th; October 4th, 11th and 15th were devoted chiefly to the makeup of the governing body of the merged organization. Eventually it was agreed that there would be a 31-member Executive Council to consist of 4 top officers, plus 27 vice presidents (2 of whom shall be women). The titles of the 4 officers, the question of how many of them should be full time and part time, and how they would be divided between the 2 organizations were and are in dispute. The division of the 27 vice presidents between both organizations also is unsettled. The question of how many departments and standing committees should be established and the question of the appointment or election of the Directors of these departments likewise was fully discussed but no agreement could be reached. Other issues taken up at these meetings and still unresolved are:

1. The method of voting on roll calls at conventions. (proxy versus individual voting)

2. Representation at conventions of Central Bodies and Councils.

3. Officers - Title and how divided.

4. Other minor provisions of merger constitution.

The following points were agreed to by both parties at these or previous meetings:

1. Name - Massachusetts State Labor Council, AFL-CIO.

2. Conventions - Annually in October.

3. Representation - 1 delegate for each 200 members or majority fraction thereof.
   Central bodies and Councils (AFL wants 2 delegates; CIO, 1 delegate)

4. Per Capita Tax - 5 cents per member, per month on full membership. Central Bodies and Councils $20 annually.

5. Good Standing, same as in present AF of L constitution.

6. Officers - (see above). (Duration of terms, 1 year)

7. Vice Presidents - For the first year each group will select its complement as it sees fit; after that the question of election by Districts (AFL) or by Internationals (CIO) will be decided by convention.

8. Duties of Officers and Department Directors - description of duties generally agreed upon.

9. Executive Council - duties and functions generally agreed upon.

10. Standing Committees - How many and under whose supervision, not fully explored. (AF of L wants to retain 10 as at present.)

11. Retention of Staff and Office Employees - It has been mutually agreed that all present full time staff and office employees of both organizations would be assured of a job in the merged organization. (at present AFL has 2 staff and 4 clerical employees, CIO has 3 staff and 2 clerical employees).

As a result of the impasse that developed on the major issues in dispute, it was agreed at the October 25th meeting to request President George Meany to send 2 of his Assistants to meet with the parties. The AF of L specifically requested Mr. Peter McGavin and Mr. R. J. Thomas who had been functioning as "trouble shooters" in other states where merger had bogged down. The CIO preferred not to specify whom President Meany should send. As a result, separate requests were made by the Presidents of both organizations.

After some mixup on the date of meetings with President Meany's representatives, Mr. Eugene Moats met with the Federation Merger Committee on November 6th, at which time he was given a full report of the issues in dispute, those that had been agreed upon, and the relative position of both parties on the remaining issues. Your committee was quite impressed with the approach and attitude displayed by Mr. Moats and felt that his experience in resolving merger difficulties in other states admirably equipped him for his role in Massachusetts. On Friday, November 8th, Mr. R. J. Thomas, another Assistant to President Meany met with the Merger Committees of both organizations. Mr. Moats in the meantime had been called to New York. Both Mr. Moats and Mr. Thomas emphasized that there would be no lifting of charters in states that were not merged by December 5th, 1957. They explained that the procedure for bringing about merger in those states after the AFL-CIO Convention, had as yet not been worked out. President Meany would have discretionary authority to bring about merger either through an "open" convention or through some other undevised method. Mr. Thomas, as did some of the CIO Merger Committee members, questioned the desirability of the Massachusetts Federation of Labor going through with its scheduled Special Convention. Mr. Thomas made the following recommendation on the allocation of the top officers:

The Presidency to be a part time job and be filled by the CIO
2 Executive Vice Presidents, 1 from each organization
Secretary-Treasurer - a full time job to be filled by the AFL. (Legislative Agent's duties to be separate and be filled by a CIO man)

As to the division of the 27 vice presidents, while Mr. Thomas made no recommendation on this question, the CIO Committee proposed having 14 vice presidents from the AFL, 13 from CIO. The Federation's Committee felt strongly that the allocation of vice presidents should be on the basis of the per capita-paying membership of both organizations. Accordingly, we proposed 16 vice presidents to AFL, 11 to CIO. (1 women vice president from each organization.) Mr. Thomas displayed a wealth of experience in coping with similar merger problems in other states. Interestingly enough, no financial statement or breakdown of membership, comparable to that prepared and submitted by the State AF of L, could be secured from the CIO.

The final meeting of the Merger Committees was held November 15th, which was attended by Mr. Moats. Proposals made at the previous meetings were summarized and discussed in considerable detail. The final proposal of the CIO was as follows:

President - part time - CIO man
2 Executive Vice Presidents - part time - (1 AFL, 1 CIO)
Secretary-Treasurer - full time - AFL man (not to include Leg. Agent's duties)

CIO proposal on part time Presidency was for first year during which a study would be made of the financial ability of the merged organization to afford full time officer.

27 Vice Presidents - 14 AFL, 13 CIO
4 Departments - staffed by full time personnel appointed by Exec. Council
1. COPE - AFL man
2. Education - CIO man
3. Legislative - CIO man
4. Public Relations and Publications - CIO man

The Massachusetts Federation of Labor's Merger Committee submitted the following as its proposal:

Presidency - full time - AFL man
2 Executive Vice Presidents - part time - both to CIO
Secretary-Treasurer - full time - AFL man (to serve as Chairman of Legislative Department)
27 Vice Presidents - 16 to AFL, 11 to CIO (1 women from each)
Departments - full time staff personnel
COPE - to AFL
Education - to CIO
Legislative - Legislative Agent to CIO
Public Relations and Publications - to CIO

On the question of appointing or electing the Directors of these departments, the AFL would agree to having them appointed by the Executive Council provided that permanent tenure could be guaranteed through the constitution.

The final proposal of the AF of L represented a sincere desire and substantial concessions on the part of the committee of this Federation to arrive at a fair, honorable and workable basis for merger in Massachusetts. We regret that the CIO rejected our last proposal and insisted on nothing less than their offer outlined above. There is reasonable doubt in the minds of some members of the AFL Merger Committee as to whether the CIO prefers not to merge voluntarily before the December 5th deadline, anticipating some disciplinary action at the AFL-CIO Atlantic City Convention, that will result in a loss of affiliates to the Massachusetts Federation of Labor.

After 22 Merger Committee meetings with the CIO covering a period of 18 months, we regret that unification of the 2 great Massachusetts labor organizations has not been accomplished. Your committee did its level best to bring about merger by this November 23rd date. As to the steps that this Special Convention should now take, we suggest the following:

1. Acceptance of the committee's report and recommendations as contained herein.

2. Having been assured by representatives of President Meany that there will be no "lifting of charters, etc." because we have not merged by December 5th, 1957, that the officers and Executive Council of the Massachusetts Federation of Labor be instructed to proceed with the normal conduct and operations of the Federation's office and functions, including the submission of a 1958 legislative program in the name of the Massachusetts Federation of Labor, prior to the deadline of December 4th, 1957 for filing bills.

3. That the Merger Committee and the Executive Council of the Massachusetts Federation of Labor be authorized to resume negotiations with the Merger Committee of the Massachusetts State CIO after the completion of the National AFL-CIO Convention, at Atlantic City.

4. That the Merger Committee and the Executive Council of the Massachusetts Federation of Labor ascertain from President George Meany of the AFL-CIO the procedure that is to be followed by that office in bringing about merger in the other states (15 as of this date) that have not as yet merged.

Respectfully submitted,

MERGER COMMITTEE

President John A. Callahan

Secretary-Treasurer-
Legislative Agent Kenneth J. Kelley

Vice Presidents

Michael J. Norton
Oscar R. Pratt
Jeremiah Calnan
William H. Moran
Daniel J. Lawler
Helen Tafe O'Donnell